Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Strategic Policy, Analysis, and Workplace Information Directorate,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the **25 available reports** for this issue can be found at Current Summary Reports (PDF format, 103kb).

Province, Employer, File Number	Union, Bargaining Unit	Settlement Month/Year
Ontario Algoma Steel Inc. (2 agreements) **1053306** **1023206**	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (2,600 production employees and 590 administrative, technical, and service and maintenance employees)	Aug 07
Saskatchewan Saskatchewan Association of Health Organizations **1233704**	Health Sciences Association of Saskatchewan (2,700 health and social care professionals and technical employees)	Sep 07
Multiprovince CBC/Radio Canada (2 agreements) **0397910** **1044204**	Canadian Union of Public Employees and Association des réalisateurs (580 administrative services employees and 350 producers)	Oct 07

A complete listing of settlements, which includes those for which a summary report is not yet available, can be accessed at Current Settlement Listing (PDF format, 200kb).

Negotech, a searchable labour relations database, provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	ARB/ CO/B	Mar 06–Jan 08
Canada Revenue Agency	PSAC/PIPSC	43,200	TENT/B	Oct 07/Dec 07
Government of Nunavut	PSAC	2,100	B	Sep 06
Private Sector				
Bell Canada (Ont. and Que.)	CEP	7,190	B	Nov 07
Canadian Pacific Railway	Teamsters	4,400	PCB	Dec 06
Canadian National Railways	Steelworkers/IBEW	4,270	TENT/B	Dec 07
British Columbia Maritime Employers Association	ILWU CANADA	3,700	CO	Mar 07
MTS Allstream Inc. (Man.)	TEAM	1,050	PMB	Feb 07
Provincial and Territorial Jurisdictions				
Public Sector				
City of Montréal	Various unions	17,800	B	Dec 06
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	CO	Jul 07
Regional Health Authorities of Manitoba	Nurses	11,000	B	Sep 07
Toronto Police Services Board	Toronto Police Association	6,990	B	Dec 07

Employer	Union	Employees	Status*	Expiry Month
Government of New Brunswick	CUPE	6,290	B/CO	Jun 07
Société de transport de Montréal	CUPE/CSN	6,250	B/MED	Jan 07
Brewers Retail Inc. (Ont.)	UFCW	6,000	B	Dec 07
Capital District Health Authority	NSGEU	4,800	B/CO/ TENT	Oct 06
City of Québec	Various unions	4,530	B	Dec 06
Nova Scotia Association of Health Organizations (representing 10 employers)	Nurses	4,000	B	Oct 06
Government of Prince Edward Island	PEI[illegible]SE	2,440	B	Mar 07
London Health Sciences Centre (Ont.)	CAW Canada	1,100	B	Oct 07
Go Transit (Ont.)	ATU	910	B	Jun 07
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 07
Private Sector				
Construction Industry in Alberta	Carpenters/Plumbers	10,325	ARB	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	MED	Mar 07
The Great Atlantic & Pacific Company of Canada Limited (Ont.)	UFCW	6,300	CO	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07
Toronto Star Newspapers Ltd.	CEP	900	B	Dec 07

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
New Dominion Stores (Ont.)	CAW Canada	8,500	Jul 07
City of Winnipeg	CUPE/Firefighters	6,130	Dec 07
Government of New Brunswick	Nurses	4,390	Dec 07
National Research Council Canada	RCEA/PIPSC	2,810	Mar/Dec 07
MTS Allstream Inc. (Man.)	CEP/IBEW	2,260	Dec 07/Jan 08
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	Jan 08
Viterra Inc. (Sask.)	Grain Services Union	1,500	Jan 08
Better Beef Limited (Ont.)	UFCW	1,100	Dec 07
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	Dec 07
ATCO Electric (Alta.)	Canadian Energy Workers' Association	620	Dec 07

Major Work Stoppages

involving 500 or more employees from **November 2 to 15, 2007**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
University of Saskatchewan and University of Regina Saskatoon and Regina, Saskatchewan Canadian Union of Public Employees 2,400 administrative, maintenance, and food service employees	Wages and benefits	Nov 2/2007	
Forest Industy Coastal Region, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union Approximately 7,000 employees	Work scheduling, benefits, and contracting out		
[a] Forest Industrial Relations Limited and other smaller companies (6,000)		[a] Jul 21/2007	[a] Oct 22/2007
[b] International Forest Products Limited (600)		[b] Jul 21/2007	[b] Nov 9/2007
[c] Island Timberlands (300)		[c] Jul 21/2007	[c] Oct 22/2007

Innovative Workplace Practices

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This overview of workplace innovations is based on a review of 75 collective agreements settled during the third quarter of 2007. Of these, 18 settlements contained provisions considered to be innovative or of particular interest.

Duration

Forty-seven agreements had a duration of 36 months which represents well over two-thirds (63 %) of the total settlements for the third quarter of 2007. Nine agreements had a duration of 48 months and 9 settlements had durations of 24 months. There were 3 settlements with a 12-month duration. Six settlements had 60-month durations, while the longest duration of 72 months was between Corporation des concessionnaires d'automobile du Saguenay-Lac-Saint-Jean-Chibougamau inc., Saguenay, Lac-Saint-Jean, and Chibougamau, Quebec and Centrale des syndicats démocratiques.

Compensation

A **profit-sharing plan** between Canadian Pacific Limited, system-wide and Teamsters Canada Rail Conference provides employees the maximum compensation of 5.0% of annual gains. Of this amount, 1.0% is attributed on reaching the operating profit level set by the Board of Directors and 4.0% is based on reaching corporate objectives. Also, effective January 1, 2007, the employer contribution of 1.0% of the total payroll to the Employment Security Fund will be converted to a lump-sum payment to be paid to employees in 2 annual installments for the periods January 1 through June 30 and July 1 through December 31. This will remain in effect for the duration of the collective agreement and then the 1.0% will be reinstated as the contribution to the fund.

The Canadian National Railway Company and B.C. Rail Ltd., system-wide and United Transportation Union have an **employee share investment plan.** The plan permits employees up to 6.0% of base salary to buy CN shares through payroll deductions .

A **short-term incentive plan** has been established between Epcor Utilities Inc., Edmonton, Alberta and Civic Service Union No. 52. Effective July 22, 2007 the plan provides full- and part-time IT, Professional and Technical Group employees with supplemental earnings based on individual performance and the achievement of corporate and business unit targets. The annual target payout will be calculated at 2.5% of normal earnings with a maximum payout of 5.5% of earnings. Employees of the Administrative and Contact Centre groups will receive a flat amount as follows: part-time employees with a minimum of 20 hours per week, $500 per year; part-time employees with a minimum of 30 hours per week, $650 per year; and, full-time employees, $800 per year.

Fishery Products International Limited, Bonavista and 6 other centres, Newfoundland and Labrador and CAW Canada have introduced an **exchange rate adjustment.** The employer agrees to adjust wages for possible re-instatement of negotiated wage reductions based on a periodic review of

the exchange rate of the Canadian dollar. The wages will be adjusted up or down as the value of the Canadian dollar fluctuates in relation to the value of the US dollar. The base reference point shall be $1US = $1.18CAN, with a maximum adjustment to $1.57CAN. For every point of change in the previous 3-month average exchange rate, the wage rate will be adjusted by 3¢ per hour but will not be adjusted below the applicable wage rates in the collective agreement.

A **referral program** has been initiated between Essential Home Services, division of Direct Energy Marketing Ltd., province-wide Ontario and Communications, Energy and Paperworkers Union of Canada. The employer will implement the program for employees who promote business when they are at a customer's home on a service call. Effective April 1, 2007, an employee of the installation crew will receive $15; duct cleaning, $7.50; and maintenance, $2.50; April 1, 2008: installation, $30; duct cleaning, $15; and maintenance, $5.00. Participation is voluntary.

CAMI Automotive Inc., Ingersoll, Ontario and CAW Canada have implemented an **employee product purchase program.** Employees may now select from an entitlement to a one time $2,000 discount over the life of the collective agreement plus an additional one-time $1,000 cash payment for the purchase of a new vehicle manufactured at the CAMI plant or to accept only a one-time $1,000 cash payment for the purchase of any North American built Suzuki or General Motors vehicle.

Health and Welfare

A **health care spending account** has been established between Edmonton Catholic Separate School District No. 7, Edmonton, Alberta and Communications, Energy and Paperworkers Union of Canada. Effective September 1, 2008, an individual health benefit account in the amount of $500 per year will be set up on behalf of each full-time employee. The account is to be used to access supplementary medical care not included in the current health coverage in the collective agreement.

Saskatcewan Government Insurance, Regina and other centres, Saskatchewan and Canadian Office and Professional Employees Union have implemented a **flexible benefit spending account.** Effective October 1, 2007, the employer contributes $500 per full-time employee, with the amount pro-rated for eligible part-time employees. On October 1, 2008, the amount will be $1,000, of which $250 is directed to the wellness program; October 1, 2009, $1,250, of which $250 is directed to the wellness program.

A **flexible benefit spending account** has also been negotiated between SaskPower, province-wide Saskatchewan, and Communications, Energy and Paperworkers Union of Canada. Effective January 1, 2008, employer contributes an amount of $1,765 and January 1, 2009, $2,836. Part-time employees will receive a pro-rated amount based on hour worked as follows: 50% for employees who work 50% of regular full-time hours over the previous year; 75% for employees who work more than 50% and up to 75% of regular full-time hours and 100% for employees who work more than 75% of regular full-time hours. Effective January 1, 2010, the amount will be increased by the same percentage as the general wage increase applicable to that contract year. The benefit may be allocated to the following options: health care spending account, registered retirement savings plan, vacation purchase capped at $500 per year, pension plan with increased employer contribution, or cash pay out.

Working Conditions

Penauille Servisair Inc., Toronto, Ontario and International Association of Machinists and Aerospace Workers have established a new **employment equity** provision. The employer commits to an environment that values the diversity of its workforce and will provide accommodation to make a job or work site appropriately suited to the health or cultural needs of individuals. Accommodation is determined by factors including risks to health and safety, and negative impacts on the rights of other employees. No individual will be awarded or denied employment or advancement for reasons unrelated to their ability to do the job.

A **resource pool** provision has been initiated between the City of Winnipeg, Manitoba and International Association of Fire Fighters. The pool, to which newly hired firefighters will be assigned for a period not exceeding 12 months, will allow for flexible assignments at a variety of work stations. This will ensure that appropriate staffing levels will be maintained in an efficient and cost-effective manner.

The Windsor Regional Hospital, Windsor, Ontario and CAW Canada have negotiated a **safe work environment** provision. Women employees will not be subject to discipline without full consideration of evidence from a recognized professional that they are in an abusive or violent personal or domestic situation within the workplace.

Pacific National Exhibition, Vancouver, British Columbia and Canadian Union of Public Employees have negotiated a **work environment provision for the duration of the 2010 Olympic and Paralympics Winter Games**. The employer will attempt to minimize potential disruptions to workplaces, schedules, conditions of employment, and collective agreement provisions that may be caused by the Olympic and Paralympics Winter Games in February and March 2010. The provision stipuates that the Vancouver Organizing Committee for the games will maximize it use of current exhibition employees to perform Olympic work in their own classifications during test events from January 1, 2008 through March 7, 2010. Non-bargaining unit employees and/or committee volunteers may be used on the various sites and employees will be required to pass security checks if working in secluded areas.

A **mediation grievance resolution** provision has been established between Canadian National Railway Company and B.C. Rail Ltd., system-wide and United Transportation Union. In order to resolve the current backlog of outstanding grievances, the parties will discuss a process to facilitate the resolution within 60 days of the effective date of the agreement. If the parties agree to mediate any or all of the grievances they will select a mutually acceptable mediator and if the parties are unable to agree on a mediator, the Federal Mediation Conciliation Service will appoint one.

Mackie Moving Systems, Mississauga, Ontario and Teamsters Canada have negotiated a **passport payment** clause. Employees of cross-border operations will be required to hold a valid Canadian passport. A request for a new or renewal passport for all current employees will be paid for by the employer, but all new employees will be required to pay for their own passport.

A **military leave** has been established between City of Toronto, Ontario and International Association of Fire Fighters. Leave of absence may be granted to serve in the Canadian Armed Forces during hostilities, peacekeeping missions or during a time of

war. The operations division may have no more than 3 employees per shift to a maximum of 12 employees on leave; the support divisions may have no more than 1 employee per division. Seniority will continue to accumulate.

Training

Toronto Road Builders' Association, Toronto, Ontario and International Union of Operating Engineers have negotiated a new **on- and off-site training** provision for **new trainees and registered apprentices**. Upon entering the industry and after taking employment training at the Operating Engineers Training Institute of Ontario, new hired and registered apprentices will work at 50% of the current base rate for the first 1,000 hours and be probationary employees for the first 30 working days. After completing 1,000 hours plus all of the related training provided in the standards, and written assessment by the employer, apprentices will be paid 60% of base rate; and 75% of base rate after 2,000 hours. After completion of 2,500 hours of on-the-job training and all related training, apprentices will then receive 100% of base rate.

Via Rail Canada, Inc., system-wide and CAW Canada have established a **training for self improvement** within the workplace. The employer will make every effort to allow employees the opportunity to complete E-learning modules at his work location. If scheduling does not allow this opportunity, the employee will receive compensation to complete the learning module from home based on an average time of completion as determined by the employer and the union.

Labour-Management Committees

During the third quarter, 21 of the 80 agreements contained provisions for establishing committees dealing with a wide variety of issues.

Canadian Pacific Limited, system-wide and Teamsters Canada Rail Conference have established a **personnel retention** committee. The mandate will be to analyse personnel recruitment and retention data, to identify areas of concern, determine the causes of these problems, and propose solutions. The parties have also introduced an integration committee in order to incorporate the various appendices into the collective agreement without altering the principles within. The employer will cover the salaries, overtime hours, and reasonable expenses of 2 union members and the committee will have 2 months to complete the task. Should the parties not be able to come to an agreement, the parties will proceed to arbitration.

A committee to discuss **mutual interest and concerns** has been introduced between Fishery Products International Limited, Bonavista and 6 other centres, Newfoundland and Labrador and CAW Canada. The parties will discuss how to promote harmonious relations between the parties to improve productivity and efficiency of operations and to maintain high product quality. Minutes of each meeting will be recorded, approved by the parties, and posted in designated areas for the information of all employees.

The City of Toronto, Ontario and International Association of Fire Fighters have established a **dispute resolution** committee to design and implement a training program focusing on dispute resolutions techniques.

Other committees included in collective agreements deal with such items as performance review, training, health and welfare provisions, pension plan, compressed work week, and workplace violence.

Previous articles on innovative workplace practices are available at http://www.hrsdc.gc.ca/en/lp/wid/win/00index.shtml.

Coming in the Next *Bulletin*

- Wage Settlements—**October 2007** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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